



# Second treatment center opens

By Bob Anez  
Communications Director

It was a windy, gray and chilly late spring day, but the Nexus correctional treatment program got a warm welcome from Fergus County and the city of Lewistown.

About 300 people turned out to mark the opening of Montana's second treatment center for offenders convicted of methamphetamine possession.

"Thank you Lewistown for being part of this grand experiment with corrections," Gov. Brian Schweitzer told the gathering that filled the gymnasium of the Nexus facility located near the Lewistown airport. "You have said to the rest of Montana and the country that we're willing to try something new, we're willing to stake out a new course."

The \$10 million, 40,000-square-foot center, built and operated by Community Counseling and Correctional Services Inc., has capacity for 80 male offenders. It has 44 employees and an annual budget of about \$2 million.

Offenders sent to the center will undergo nine months of intensive treatment that is designed to change meth addicts' lifestyles and thinking processes. After completing the program, offenders will spend six months in an aftercare program at a prerelease center.

The incentive behind Nexus is that offers an alternative to



Sen. Jim Peterson, center, joins Gov. Brian Schweitzer in cutting the ribbon signifying the opening of the Nexus meth treatment center for men in Lewistown. At right is Pam Bunke, administrator of the Adult Community Corrections Division in the Department of Corrections.

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## A look at new DOC budget

By Bob Anez  
Communications Director

The Department of Corrections emerged from the 2007 legislative session with a budget that provides a 41 percent increase for the next two years. The department's budget, including funding for pay increases, increased from \$252.2 million to \$355.2 million beginning July 1.

Lawmakers based their corrections budget on a projected annual growth in the offender population of 5.4 percent.

Director Mike Ferriter said the size of the budget increase puts added pressure on the department to stay within the spending level established by the Legislature. He said the agency "will do everything we can to avoid a supplemental" appropriation request to the 2009 Legislature.

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# Nexus

FROM Page 1

prison for those convicted of a second or subsequent meth possession offense.

Pam Bunke, administrator of the Adult Community Corrections Division in the Department of Corrections, filled in for Director Mike Ferriter and relayed his remarks to those attending the opening.

"The opening of this treatment center marks a milestone in the history of corrections in Montana," Ferriter's prepared comments said. "It represents a commitment on the part of Montanans, their legislators and correctional professionals to embark on a new path in dealing with offenders with drug addiction."

Schweitzer said the facility is part of a "corrections system that will challenge what we know about cor-

rections. "We are investing money right now to reduce the number of people returning to the corrections system.

"I want to thank the people of Montana for having the foresight to let us try something different," he added.

Mike Thatcher, chief executive officer for the non-profit corporation operating Nexus under contract with the Corrections Department, said the treatment model being used at the facility is unique in the country. He said the rest of the nation will be watching closely how Montana's meth treatment centers fare.

In April, a 40-bed Elkhorn Treatment Center for female meth addicts opened in Boulder.

Sen. Jim Peterson, a Buffalo Republican who sponsored the bill in 2005 that authorized the meth treatment programs, recalled that more than 400 offenders were being sentenced to prison each year for drugs

and a large percentage of those were meth users.

"We needed to do something different," he said. "It's unfortunate that we need this, but it's important that we do have it."

While corrections and treatment officials are unsure whether a 15-month program will prove to be enough to break the hold that meth has on its victims, they believe it is a good starting point. Both treatment centers are required to closely monitor the results of their programs.

Others speaking during the Nexus dedication ceremony were Connie Kenney, a member of the CCCS board of directors; John Hertel, chairman of the Lewistown Port Authority and a former legislator; Kevin Myhre, Lewistown city manager; Kathie Bailey of Snowy Mountain Development Corp.; Michelle Barstad, executive director of the Montana Facility Finance Authority; and Don Schroeder, Nexus administrator.

# Budget

FROM Page 1

He praised legislators for listening to the department officials as they explained the needs of the corrections system and for taking the time to understand how adequate funding is necessary to properly manage the number of offenders under the department's jurisdiction.

"Corrections is at the end of the criminal justice pipeline," Ferriter said, "and we have little control over the number and types of offenders we receive.

"This budget goes a long way to helping us achieve our goals of ensuring public safety and making positive changes in offenders," he added.

The two-year budget provides funding for 480 additional secure beds and to hire 36 more probation and parole officers. The spending plan also contains money to provide up to a 5 percent increase each year for the regional prisons in Glendive,

Great Falls and Missoula, and for the private prison at Shelby.

Legislators approved funding for a sex offender treatment center, and to continue operations of two new treatment programs for methamphetamine addicts and six prerelease centers housing about 800 offenders.

The budget replaces lost federal funds for a program designed to help juvenile offenders re-enter communities successfully and maintains funding for chemical-dependency and mental health counselors in key probation and parole offices around the state.

The Legislature included in the budget funding to handle an expected influx of 36 inmates as a result of a tougher law dealing with sex offenders who prey on children.

One of the most significant decisions by the Legislature was to exempt direct care staff at the prisons from a requirement that a certain percentage of jobs be left vacant to save money. This is the first time

lawmakers took that step.

The long-range building program, which is separate from

***"This budget goes a long way to helping us achieve our goals of ensuring public safety and making positive changes in offenders."***

***-Mike Ferriter***

## Wikle named to board for children's trust fund

Nancy Wikle, juvenile deputy compact administrator and American Indian liaison in the Youth Services Division of the Department of Corrections, is one of three new members appointed to the Children's Trust Fund Board by Gov. Brian Schweitzer.

He also named JoAnn Eder of Red Lodge and Rosie Buzzas, former state representative from Missoula, to the board. He re-appointed Betty Hidalgo and Tara Jensen, both of Helena.

"The advice and decisions made by citizen boards and councils help make Montana a better place to live and work, and we appreciate the time and attention you're willing to commit to this important assignment," Schweitzer said in his appointment letter to Wikle.

Wikle, who has worked for corrections since 2001, is one of two agency representatives on the seven-member volunteer board that administers the trust fund. Each member serves a three-year term and represents professions involved in preventing child abuse and neglect.

The 1985 Legislature created the fund to help reduce and ultimately eliminate mistreatment of children. The trust fund provides financial support to local efforts across the state to prevent child abuse and neglect. The fund is administratively attached to the Department of Public Health and Human Services.

The trust fund receives money primarily from three sources: a check-off on Montana income tax returns,



Wikle

divorce filing fees, and the community-based child abuse prevention grant. The latter is a federal grant offered nationwide and dedicated to the prevention of child abuse and neglect.

State and federal laws mandate that the money be used to support nonprofit, community-based organizations that provide services and activities dedicated to preventing child abuse and neglect statewide.

Each year, the board distributes money through grants to community-based programs. Board members assess needs and set priorities. Programs must be *voluntary* and designed to reduce the parental and familial risk factors associated with child mistreatment. Programs are designed to meet the needs of parents and children in their communities.

The fund focuses on programs that work with and support families who have children between birth and 5 years old.

## Treasure State has personnel changes

By Karen Vaughn  
TSCTC Public Information Officer

Personnel changes have been plentiful at Treasure State Correctional Training Center since Dan Burden retired as superintendent in April.

Tony Heaton was promoted from his position of program manager to replace Burden, and Joe Fink, who has worked at the boot camp for almost 10 years, succeeded Heaton. After being a drill instructor and senior drill instructor, Fink's new job involves overseeing all treatment facilitators at the camp.

Rick Krantz, Treasure State's institutional probation and parole officer, transferred to WATCH, the felony DUI treatment center at Warm Springs. James Cameron came to the camp in 1996 as a drill instructor and later became a senior drill instructor. He moved on to work as a supervisor of juvenile correction officers at a privately run facility in Galen for a year before returning to the boot camp. His most recent position was anger management facilitator.



For the first time, Treasure State has an intern. Ashley Gregoire started in May and will continue through the summer. Ashley has a bachelor's degree in sociology with an emphasis on criminology from the University of Montana. She obtained her degree in only two years.

Ashley grew up in Great Falls and her hobbies include working out and traveling. Ashley plans to return to school to get her chemical dependency license.

The boot camp also has hired a drill instructor. Chad Prowse has experience as a drill instructor with the Michigan Department of Corrections and is a former member of the U.S. Marine Corps.

The training center, which has a capacity of 60 offenders and 27 staff, offers an alternative to prison for some offenders. Those accepted into the highly disciplined program are diverted from the main prison population for 90-120 days of intensive programming in such areas as victimology, criminal thinking errors, and anger management. Trainees also receive chemical dependency counseling and have educational opportunities.



# Pine Hills system curbs returns

It has been seven years since students moved into the new living quarters at Pine Hills Youth Correctional Facility, operating under a new, highly structured and high-security regimen.

That regimen within the facility also has been matched elsewhere in the system with court-based community intervention programs that offer judges local alternatives to sending young offenders to Pine Hills.

"The intent is to deal with kids in the community, unless they are the highest-risk kids," said Steve Gibson, head of the Department of Corrections' Youth Services Division and a former Pine Hills superintendent.

"New admissions are down about 35 percent," Gibson said.

Pine Hills' program also is matched on the back end with a sophisticated "re-entry" program designed to support paroled students so they don't re-offend and return.

Rather than just toss the parolee out into the community to sink or swim, with an occasional appointment with a parole officer, the re-entry program uses a team of people in the community – parole officers, educators, parish nurses and mentors – to monitor progress and support the student. He may be placed in a "guide home," a foster home where the parents have special training and no other foster children to divide their attention.

The student's family is also included, starting before the student leaves Pine Hills, with travel costs covered for the family to visit and an interactive television system to allow for distance visiting, Gibson said.

There are also two revocation centers in the state, where a student who may be wavering – with trouble at home or school, a failed urine test or minor legal infractions – can be placed for an intensive, 30-day program to see if he can re-focus on success. The centers are an alternative to simply revoking parole and returning him to Pine Hills, Gibson said.

The result has been a return or recidivism rate of 9.5 percent for new felonies on a five-year average, according to a fact sheet prepared by the Youth Services Division.



Gibson

Gibson cautioned that state-by-state comparisons are difficult, because each state uses different counting criteria. However, recidivism rates for Minnesota, Idaho, Maryland, Florida and Washington range from 41.6 percent to 60.9 percent. Because of Montana's low return rate, components of Montana's re-entry program have been studied and duplicated by several other states, including South Dakota and Alaska, he added.

Part of that success is due to a unification of effort, Gibson said.

"When we formed this division (in September of 2001), all juvenile parole was under adult parole and probation," he said. "Riverside (Montana's 20-bed girls' correctional facility) was under community corrections." There were a couple other splits in who was responsible for what.

"It's human nature," he added. "There were turf battles between institutions. Now all parole officers and all institutional staff are trained on the same model, all in the same division. Now it's not just Pine Hills. Parole owns that recidivism rate, too. Recidivism is not just the institution – it's what happens afterward as well.

"You can have the best institution possible, but where the rubber hits the road is when they get out. If you don't have the community support system, that kid is going to fail."

The front- and back-end programs have kept numbers at Pine Hills in the 90s or less – well within the facility's capacity, according to Gibson. That compares with chronic overcrowding – sometimes in the 120s and beyond – of earlier decades.

*Stories By John Halbert, Miles City Star  
Reprinted with permission*

## Escapes also see decline

One measure of the success of the new system at Pine Hills is that escapes have dropped dramatically since the students have been housed in the new, interconnected buildings under the new regimen.

The Youth Services Division's fact sheet notes that in 1976 there were 168 escapes, and in 1991 there were 96. Under the new system, in 2002 there were five escapes, and none at all between 2003 and 2005. In 2006 there were four escapes, students on a work-release detail who decided to run before they

got back inside and were caught within hours.

"Probably 80 percent of that has to do with architecture," Gibson said. "Some of it is internal programs and things, but most of it is the new buildings – which is why we did it.

"If you look at the savings in people not searching for kids, stolen cars and increased court cases, staff time, law enforcement time

# Escapes

FROM Page 4

and houses broken into, it's tremendous. With public safety and fiscal savings, the buildings start to pay for themselves."

The inward-overhanging security fence around the entire facility was completed in July of 2002. Previously, there was no significant physical barrier to escape, and during an earlier period, when there was a broad range of students at the school, it was thought that every day a boy chose not to escape was a day that strengthened his commitment to live by the rules.

But as juvenile offenders grew more violent, the Pine Hills population was seen as a greater potential threat to the community, and security was increased.

"Since we redid the fence, nobody's tried to climb it. I'm not surprised nobody got out, but I am surprised nobody's tried it," Gibson said.

In addition to the fence, the largely sealed buildings and the tighter security, policy changes also work to cut the escape rate.

"There are more waking-hour programs, more recreation. From 6 a.m. they're doing something until nine o'clock at night. The less idle time they have to sit around and think, the better," Gibson said.

Part of the increased security is better control of telephone use. While conversations are private, who is called at what time and for how long are noted, making it more difficult and dangerous to plot an escape with friends outside.

Visitors also pass through metal detectors, and students are searched when they return from work release, or from visits. They are also subject to random urine tests for contraband substances.

"And there's not the places to hide stuff, anymore," Gibson said, getting back to the high-security architecture.



Lt. Dan Hess, security threat group coordinator at Montana State Prison, is honored by the Northwest Gang Investigators Association. At the organization's first annual awards banquet, Hess received the award for Gang Investigator of the Year for Corrections. The awards were handed out at the association's spring conference. The awards honored those officers and units who excelled in the fight on gangs during 2006. The NWGIA was founded in 1994 by law enforcement gang officers and includes members in from Oregon, Washington, Idaho and Montana. (Photo courtesy of NWGIA)

## Soroptimist Club donations benefit women's prison

The Billings Soroptimist Club of Billings recently donated \$5,000 to programs benefiting inmates at Montana Women's Prison.

The civic organization gave \$4,000 to the Family Tree Center, a local program committed to the prevention of all types of child abuse and neglect in Yellowstone County and the surrounding area. The money was used to help a former inmate find housing for herself and her three children.

The Soroptimists gave \$500 to the Prison Paws for Humanity program, where inmates train dogs in basic skills to become service dogs and guide dogs. The club gave another \$500 to Felonious Felons, a toastmasters' club at the prison.

The Soroptimist Club's Internet site indicates it plans to make the Passages correctional center for women in Billings its "major charity recipient in 2007-08.

Money given to the facility will be used for job training within the facility's food services program, which will provide 16 women with an intensive course of instruction in food service management.

"Upon graduation from this program the expectation is for their employment in the hotel management and banquet operations at some of the many hotels and motels in Billings," the Web site says.



# MSP Communication Fair 2007



LEFT: Cynthia Dav- enport had a south of the border theme for her human re- sources booth.



RIGHT: A colorful quilt highlighted the MSP infirmary's booth.



May  
15



ABOVE LEFT: Ad- missions Officers Jennifer Tymofichuk (left) and Tracy Casey stopped by during their shift.

ABOVE RIGHT: Curt Swenson from the training bureau and Cathy Gordon from community corrections enter the "guess the smell" con- test.



BELOW: A large crowd turned out at the event by midday.

Rae Ann Forseth set a Hawaiian tone for her recruiter office booth.

# Prison operation has big appetite

Montana State Prison, with more than 600 employees and nearly 1,500 inmates, is larger than two-thirds of Montana's cities and towns. Its inmates outnumber the citizens in West Yellowstone, Philipsburg, Browning, Chinook, Superior, Darby, St. Ignatius, Scobey or Harlowton.



And, like any community with so many residents, maintaining the necessities of life in a prison is no small chore. Feeding so many inmates is a major undertaking; \$2.2 million was spent during the first five months of this year.

Tammy Stidham, purchasing technician at the prison, recently provided insight into what it takes to operate this small city. The figures are annual averages, unless otherwise indicated.

- 111,552 rolls of toilet paper
- 1,492 gallons of milk each week
- 13,410 dozen eggs
- 4,266 bags of Cheerios
- 374 gallons of soft drinks per month
- More than 1 million pounds of chicken quarters
- 1.1 million pounds (550 tons) of rice
- 75,400 pounds (38 tons) of flour
- 68,500 pounds (34 tons) of potatoes
- 69,751 pounds (35 tons) of beef roast
- 54,422 pounds (27 tons) of ground beef
- 22,382 pounds (11 tons) of cheese
- 101,200 pounds (50.5 tons) of sugar
- 1,634 boxes of oranges
- 1,537 boxes of apples
- 1,870 boxes of bananas
- 556 cases of napkins
- 2,484 gallons of bleach
- 900 gallons of dishwashing soap
- 5,632 reams (2.8 million sheets) of white paper
- The prison receives 822 UPS packages every month.
- The prison has 55 deliveries of something every day.

## From the Director

**Mike Ferriter**



As I reflect on my first year as director of the Montana Department of Corrections, many feelings and experiences come to my mind. One part of this job that has had a big impact on me is the positive support I have received from department staff.

This support has been demonstrated by the hard work that employees have exerted every day to improve our system. My daily visit to the department's latest offender population report demonstrates that we are striving to maintain a balance relative to the number of offenders incarcerated vs. those in the community.

We are making headway in our goal of managing 80 percent of offenders outside of prison.

Our numbers on the probation and parole caseload continue to grow at a fast pace of two or three a day, and the number of offenders diverted from our youth correctional facilities remains strong.

It is not news to anyone who works in corrections that, in order for us to maintain a balanced system in terms of population and budget, "front-end" programs and services like adult probation and parole and the Juvenile Delinquency Intervention Program are the key.

For those offenders who do not find success in these "diversion programs," facilities like Montana State Prison, Montana Women's Prison, Pine Hills Youth Correctional Facility and Riverside Youth Correctional Facility, or community-based prerelease centers may be the key to a positive outcome for some offenders.

Time spent in those programs can be worthwhile. While they are more expensive than probation and parole, they can do a lot to prepare offenders for the time when they will be released, by providing work and educational opportunities that will transfer into skills needed to be productive, law-abiding citizens.

No matter what the course taken by an offender, it is clear to me that our corrections team has been meeting the challenge to improve outcomes for these men and women while striving to make our facilities and communities a safer place for Montanans to live.



## Regional administrator

# Williams: New job a good fit

John Williams says his new job fits him just fine.

Appointed regional administrator of probation and parole in Billings last fall, Williams said he likes the blend of people and policy in his position.

"At this level, you are able to implement some of your own creative ideas and strategies that can help the process," he said in a recent interview. "The department has a vision that I believe in and I can be part of forwarding that into the future."

But beyond that, Williams said, the people he deals with as a probation and parole officer are a big reason he got into this field of corrections.

"I always root for the underdog and our mission is about the victims and our communities and keeping them safe," he said. "The best way to do that is to help those help themselves so they stop victimizing people in the community and can be productive members of society. Just locking them up isn't going to make a change."

Williams, 43, took over the regional administrator's job after Pam Bunke was promoted to administrator of the Adult Community Corrections Division in Helena.

A native of Wichita Falls, Texas, he grew up throughout the country as



Williams

his family moved frequently because of his father's career in the U.S. Air Force. The family finally settled in Great Falls in 1978. Williams graduated from Great Falls High in 1982 and earned a bachelor's degree in business from Rocky Mountain College in 1992.

He worked with juveniles at the Rivendell facility in Billings in the 1980s and at the Youth Services Center for several years before joining the Department of Corrections as a juvenile parole officer in 1996.

Two years later, he was promoted to probation officer II as a supervisor. The Montana Correctional Associa-

tion honored Williams as probation and parole officer of the year in 2005. He became regional administrator last October.

Williams said it was his experience at Rivendell, a now-closed psychiatric treatment facility for juvenile offenders that first sparked his interest in corrections.

"I thought it was something I had a knack for – the human condition," he said. "It was a challenge. I enjoyed the variety and the challenges. The changes that I would see in the juveniles and the relationships that were built kind of inspired me to get into it."

Williams said the greatest change in corrections that he has seen is the emphasis on alternatives to prison. "It's the investment in the community and the options that are available," he said. "There's an openness to developing this style of supervision delivery."

"We can be leaders in the field of corrections on a national scale," he added.

Williams has no trouble pinpointing his greatest accomplishment so far – it's his family. He and wife, Mary, have three children and another due in early 2008.

## Swenson heads training bureau

Curt Swenson is the new chief of the Department of Corrections Staff Development and Training Bureau.

He replaces Winnie Ore, who retired earlier this year after 18 years with the department.

Swenson, 34, had been training and development specialist in the bureau.

In that role, he managed the department's professional training programs. He has worked for the department for 10 years.

"Curt will be leading a talented training team," said Steve Barry, administrator of the department's Human Resources Divi-



Swenson

sion, which includes the training bureau.

Swenson began his new job July 2.

The bureau provides course curriculum development, training and technical assistance for the department, including basic, intermediate and advanced courses; distance-learning opportunities; self-study programs; supervised on-the-job training; and opportunities for educational advancement.





## *Nexus opening photo gallery*

*See story on Page 1*



A crowd of about 300 filled the gymnasium in the Nexus center to commemorate the opening of the meth treatment program for men.



Pam Bunke, adult community corrections administrator, addresses the crowd as Gov. Brian Schweitzer looks on.



A room capable of housing four offenders awaits arrival of the first clients.



The Nexus facility features wide hallways and plenty of windows for natural light.

# 'Passages' dedicated



Lt. Gov. John Bohlinger, left, and Duane Demars, chairman of the board of directors for Alternatives Inc. cut the ribbon to formally dedicate the new Passages correctional center for women.

**By Bob Anez**  
**Communications Director**

About 200 people turned out on a hot day in late June to celebrate the opening of a unique correctional program for women in Billings.

The June 28 dedication ceremony, highlighted by Lt. Gov. John Bohlinger, marked the addition of the

Passages facility to Montana's growing array of correctional services. It came just weeks after the opening of two treatment centers for methamphetamine addicts, one in Boulder and the other in Lewistown.

Passages actually began operating in early 2007, but the dedication ceremony highlighted completion of the final renovations to the facility that was once a motel. The center, operated by Alternatives Inc., includes a prerelease center, a substance-abuse treatment program, and an assessment and sanction program.

Bohlinger praised the innovation of the 155-bed facility.

It is part of the Department of Corrections effort to maintain 80 percent of offenders under its supervision in community placements, he told the large gathering in front of the Passages building. "This course of action maximizes the availability of community resources in preparing offenders for release.

"It saves the taxpayer money through shortened length of stays in the correctional system and it provides for rehabilitation of offenders within the community," Bohlinger said.

The prerelease center is intended to help women offenders prepare for returning to lives in their communities. The drug-treatment program addresses the problem of more than nine out of every 10 women offenders having some type of addiction. The assessment center determines the best placement for offenders sentenced to the department and attempts to find alternatives to prison. The sanction program deals with women who violate conditions of their community placement in hopes of keeping them from prison.

Kerry Pribnow, Department of Corrections spokesman, emphasized the unique nature of a single building

housing such a variety of women's correctional programs.

"For the first time, it brings together – under one roof – key elements of rehabilitation and prison diversion efforts for women offenders in Montana," he said.

"History will show that this program marked another milestone in the evolution of corrections in Montana," said Pribnow, contracts manager for prerelease centers. "Time will tell the tale of Passages. And its legacy will be in the hundreds or even thousands of women's lives that are salvaged and changed for the better."

Dave Armstrong, Alternatives Inc. administrator, called the facility a "point of pride for Montana" and a "symbol of the caring and forgiving natures of Montanans."

He thanked Corrections Department Director Mike Ferriter for his long-time support for the project. "We had Mike's thinking and vision on this from Day One," Armstrong said.

Yellowstone County Commissioner John Ostlund said Passages, with a \$2 million annual budget and some 50 employees, represents an economic boost to the Billings area.

Dale Mortensen, spokesman for Rep. Denny Rehberg, R-Mont., praised the facility's drug-treatment program by saying that effective treatment of those who abuse drugs and alcohol will improve the lives of those people and communities in general.

Amber Leske, an offender in the drug-treatment program, said it attempts to teach the women how to avoid relapse and criminal behavior. "I hope I get the proper tools I need to get out of this facility," she said.

*More photos on  
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LEFT: Kerry Pribnow, Department of Corrections spokesman, addresses those attending the dedication ceremony for the Passages correctional center for women in Billings.

BELOW LEFT: A Naval color guard salutes the raising of the U.S. flag in front of the center for the first time.

BELOW: Lt. Gov. John Bohlinger talks about the importance of Passages to women offenders in Montana.

BOTTOM: A large crowd gathered to mark the dedication of Passages.





# Sam kept boots on the ground

By Michael Moore  
The Missoulian

When Sam Lemaich started work as a probation and parole officer, he made copies of his reports on carbon paper.

Remember carbon paper?

He made phone calls by dialing on a land line. He mailed reports by actual mail, with stamps and everything. And he found parolees and probationers by actually looking for them.

These days, parole officers can track their charges with GPS units, everyone's in touch by cell phone and sometimes e-mail seems too slow.

A lot has changed in 37 years.

"About the only thing that has really remained the same is that criminals keep doing the same sorts of things," Lemaich said last week. "The drugs change a little bit, but criminals are still criminals."

Later this month, Lemaich will step down as regional supervisor for the Montana Department of Corrections' probation and parole division. He's been there since 1983 and been in charge since 1990.

Although he's seen nearly a sea change in the way convicted criminals are handled by the justice system, one of the biggest changes in his career came when he and his wife Marilyn moved to Montana from California, where he also worked in probation and parole. The difference wasn't about technology or which program might best help an inmate reform, but the overall outlook.

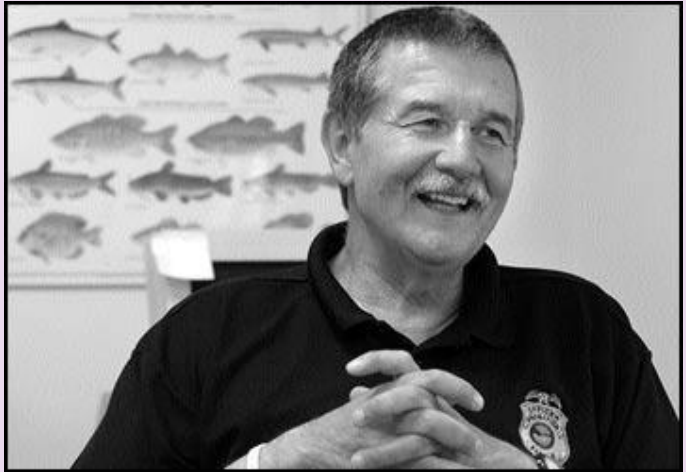
"In California, we'd have judges reading rights to like 50 guys at a time," Lemaich recalled. "He'd say, 'OK, you guys who are going to plead guilty stand over here, and you guys who are going to plead not guilty, well, here's the number of the public defender.'"

But when he took a job in Missoula, Lemaich found a system much more focused on the individual.

"Everybody gets their day here, and it's nothing like the sort of cattle-call approach we had in California," he said. "It's an amazing difference, and really made an impact on me. You treat every guy like a real person."

Lemaich is known for that, and it's central to his approach to criminal justice. If you speak generally about criminals, they often don't prosper in the criminal justice system, and far too few take advantage of the numerous chances for treatment and change offered by the Corrections Department. But some do. Some want to change, to do better, to stay out of prison.

"It's those guys, the ones who do well and then show up 10 years later and say thanks, those guys really keep



Lemaich

(Photo by Linda Thompson, Missoulian)

you going," Lemaich said. "You can see the impact you've had on their lives, and that's very rewarding."

When Lemaich showed up in Missoula in 1982 – his wife Marilyn had grown up in Helena and wanted to return to Montana – the corrections side of the criminal justice system was a pretty simple place. Criminals were sentenced to probation or prison, with little in between. When Lemaich went to work for probation and parole in 1983, five officers supervised about 400 inmates.

Today, 22 probation and parole officers supervise about 1,200 inmates who are often spread out over a host of programs designed to rehabilitate and help them re-enter society as useful citizens.

"When I came, you didn't have a lot of options, but today there are just so many places we can place people," Lemaich said. "And I do think the basic idea of trying to deal with people with community-based programs is the right thing. Of course, there are just some guys who have to go to prison, but other guys, maybe the prerelease with some job training is a better idea. Certainly with the new meth treatment programs, that's a much better option than just filing people away in the prison."

Lemaich said Missoula is fortunate to have had excellent probation and parole officers, as well as a justice system willing to make use of community programs instead of warehousing inmates.

"I think the officers, the county attorney's office, law enforcement, the judges, they've all done a good job at sorting through all these folks and all the possible options for them," he said. "When you've got people who are willing to make a change, you want to see if you can

# Forsyth takes Missoula region's helm

Nearly 20 years ago, Tom Forsyth found the nearly perfect job for him – one that has proven to be the best combination of both challenging and satisfying.

After spending five years working at Montana State Prison, he concluded that community corrections is where he belonged.

“Community corrections seemed to me to be a much more positive thing,” he recalls. “You work with people to keep them out of prison. There’s instant gratification every day. Even though we have failures every day, we have successes everyday.”

After 18 years in the probation and parole field and 23 years with the Department of Corrections, Forsyth will be the new regional administrator in Missoula. On July 30, he will replace Sam Lemaich, who is retiring after 37 years in corrections. (*See story on Page 12*)

Forsyth, 56, will remain as administrator of the Kalispell region until the end of August when department officials hope to have his replacement named. Forsyth has been regional administrator in Kalispell for four years.

A native of Great Falls, Forsyth graduated from Great Falls High School in 1969 and earned bachelor’s degrees from the University of Montana in sociology and social work in 1974. He was a high school teacher, coach and



Forsyth

counselor in Lewistown for 10 years before joining the department in 1984.

Forsyth began as a correctional counselor at Montana State Prison and was a supervisor of counselors there. He later headed the classification and treatment department at the prison.

He became a probation and parole officer in Missoula in 1989 and had that job until becoming regional administrator in 2003.

“I’m looking for a bigger challenge,” Forsyth said of his decision to apply for Lemaich’s job. “Missoula has more offenders, larger staff and more community resources.”

He said he got into corrections because of an internship with juvenile probation at Missoula while attending college. “I couldn’t quite forget about how much I enjoyed doing that. I just kind of got the bug to get back into corrections.”

## Lemaich

*FROM Page 12*

help that person along.”

Besides, Lemaich said, Montana has learned that just locking up prisoners is a path to financial disaster.

“If we locked up everybody in the system, we’d break the bank, and break it quickly,” he said. “We’re not going to stop people from breaking the law, so we’re going to continue to need to lock them up, treat them and keep track of them. Treating them in the community seems to make the most sense, as long as we do it in a way that doesn’t endanger public safety.”

That said, Lemaich said Montana will eventually need a thorough assessment of its treatment and diversionary programs to ensure that they’re actually working.

“I would say the evidence is anecdotal that they’re a good thing, but we need to do a full assessment at some time that would tell us more about what works best and what doesn’t work as well,” he said.

Despite the drastic changes over the past 25 years, Lemaich said probation and parole still comes down to having good officers keeping track of criminals.

“GPS and electronic monitoring are nice, but they’ll never make up for having boots on the ground,” he said.

In late July, Lemaich will hang up the work boots for hiking boots, golf shoes and waders.

“There’s a lot of things I still want to do, and I’ve got to get to it,” he said.

He’ll leave with a host of good memories, but none more symbolize his career than the one that involves Anita Richards.

Anita’s son, Jim, was murdered in 1992 by his wife. Becky Richards shot

her husband in the head, but argued that he had committed suicide. The entire Richards family was crushed, but as Anita took part in the presentence process of the case, she found a calling – advocating for victims.

In 2005, she won a prestigious award for victims’ services, and she’s been on the Montana Sentencing Commission, a co-chair of the Department of Corrections Crime Victims Advisory Council and a consultant to the Flathead County Restorative Justice Council.

“Victims used to be left out in the cold, but we finally found a way to start hearing them,” Lemaich said. “Seeing someone like Anita, who had such a horrible tragedy, do all the good things she’s done, it’s pretty special. Listening to victims, that’s one of the most important things we can do.”

*Reprinted with permission*



Children at an orphanage in northern Tanzania proudly show off their new blankets made by girls at the Riverside Youth Correctional Facility in Boulder.

## *Riverside girls reach across ocean with blanket project*

**By Cindy McKenzie  
Riverside Superintendent**

Community service is a big part of the program for girls at the Riverside Youth Correctional Facility in Boulder. Each week, they dedicate time to some type of community project.

These hours are tracked and reported to the Youth Court to be applied toward payment of fines and court costs. Projects have included yard work on campus, sanding bleachers for the Jefferson County Fairgrounds, maintaining the Boulder City Cemetery, and participating in the Great American Bake-Off.

During winter months, the girls often spend their community service time crocheting. The girls have crocheted lap robes for the clients at Evergreen Nursing Home and home-bound elderly in Jefferson County.

A more recent crocheting project spanned the oceans. In September 2006, Pastor John Cook, Riverside's volunteer spiritual coordinator, invited Dr. Mark Redwine, executive director of Seed International Inc., to speak with the girls about missionary work in Tanzania.

Redwine discussed the work that Seed International and the Church of the Nazarene are doing in the African nation to support orphans in that area that is so devastated by the HIV/AIDS pandemic. Although the U.S. State Department lists a 50-year life expectancy in that country, the average person in the northern district of Tanzania lives only about 40 years, as poverty and disease have devastated the adult population.

The girls decided to assist this ministry to the orphans by crocheting blankets to

## **MCE receives federal grant**

Montana Correctional Enterprises has received a U.S. Department of Education grant to provide college-level courses to offenders at any of Montana's prisons or prerelease centers.

The three-year grant will provide \$70,317 in 2007 and comparable amounts in 2008 and 2009, said Dave Kirkpatrick, federal grants coordinator for the Department of Corrections.

The funding is targeted to offenders who are 25 years old or younger and within five years of release. An estimated 580 offenders are eligible for the program.

Offenders who begin a class while in prison or prerelease can continue instruction on parole.

The department received a similar grant in 2004 that provided \$60,000 a year for five years. So far, 43 offenders have used the funding to take college courses, said Gayle Lambert, administrator of Montana Correctional Enterprises.

The classes are taught by staff from Montana State University-Billings. Grant funding provides money to pay for tuition and supplies of the offenders.

In its application for the latest grant, the department said the goal is lower recidivism.

"Studies have indicated that the most effective means of reducing recidivism is offering meaningful basic education, vocational education and job-training programs during incarceration," it said.



# Experts offer training for youth services

**By Carol Nelson**  
**YSD Training and Research**

Montana's youth correctional system is committed to addressing critically important issues, including juvenile suicide and evidence-based practices in treatment of youthful offenders. The Youth Services Division of the Department of Corrections recently had two nationally recognized experts on key topics in youth corrections.

Harvey Milkman of the Metropolitan State College of Denver presented four days of training in cognitive behavioral treatment at each correctional facility in April and May. Lindsay Hayes, project director for the National Center on Institutions and Alternatives, offered juvenile suicide prevention seminars at Pine Hills and Riverside youth correctional facilities in May.

Nancy Wikle, the division's deputy compact administrator and American Indian liaison, obtained grant funding to pay for Milkman's visit. Carol Nelson, who heads training and research for the division, arranged the Hayes events.

About 50 youth correctional facility staff, Youth Community Corrections Bureau employees, adult corrections staff, and private providers attended the Milkman presentations. This broad participation is expected to enhance seamless service delivery to youth under department supervision.

The curriculum is written specifically to interest youth and be understood by them. It provides an introduction and then an "open group" format that allows youths to come and go as needed so it can be used with smaller populations such as at Riverside. The curriculum is also sensitive to gender issues in treatment.

This approach addresses the relationship of thoughts to feelings, beliefs and actions. The questions repeatedly

***The questions repeatedly challenge young offenders to decide how they can think and act***

challenge young offenders to decide how they can think and act differently. It focuses on the individual's power to control his or her own life.

Steve Gibson, division administrator, learns of new approaches to youth offender issues through his involvement with the American Correctional

*EXPERTS, Page 16*

## Job applications offered online

Looking for a career in corrections? It's easier now.

The Department of Corrections added a feature to its Web site that allows prospective employees to apply for a job online.

The job application can be found at the same location as the listing of job openings available throughout the department. That address is <http://cor.state.mt.us/CurrentVacancies/CurrentVacancies.asp>. The application form can be filled out and submitted automatically to the agency. No need for pen or paper.

"In this technological era, it makes sense to use every available tool in order to provide the most convenient way possible for people to apply," said Rae Ann Forseth, department recruiter. "Seeking a job should be easy, something people can do electronically from the comfort of their homes. We hope this helps our recruitment efforts."

## Riverside

*FROM Page 14*

the children. So, in November 2006, Cook and his wife, Val Wilson, collected 60 to 70 beautiful blankets and shipped them to the Rev. Erick Oguta, district superintendent of the Church of the Nazarene in the northern district of Tanzania.

Wilson is a staff attorney for the Montana Department of Corrections.

Oguta is in charge of 120 churches and several preaching points in the villages and refugee camps from Dar Es Salaam on the Indian Ocean, to Kilimanjaro, to the Congo.

In April, Oguta was making several stops in the western United States. While in Montana, Cook persuaded Oguta to come to Riverside and meet with the girls.

The blankets finally arrived in Mwanza, Tanzania in May. Oguta sent pictures of the distribution to one of the orphanages near Mwanza.

The girls at Riverside greatly enjoyed seeing their blankets being handed out to children in need, and were able to see firsthand how the blankets they had created brought smiles to children in a different country half a world away.

# MT Guard uses prison ranch for training

The Montana Department of Corrections and Montana Correctional Enterprises are working with the state Department of Military Affairs to provide land for military training. An agreement between the agencies authorizes use of Montana State Prison ranch property for reconnaissance and decontamination training activities conducted by the 631<sup>st</sup> Chemical Co. of the Montana National Guard.

No hazardous chemicals will be used and no live ammunition will be fired during the exercises. The training will occur July 14-15 and Aug. 3-5 in

the Dempsey Creek area south of the prison.

During periods of training, the National Guard will post sufficient range guards or place temporary barricades to warn the general public of the land use. The Guard also may place suitable barricades across existing roads and trails during periods of active training.

All reasonable precautions will be taken to prevent or minimize damage to vegetation, soil, water, wildlife and cultural resources in the area. Any damage will be repaired and debris will be removed at the conclusion of each

training session. Due to the dry conditions, vehicles will not be allowed to travel off established roads and the Guard will be bringing its own fire-fighting equipment.

This type of training is needed because the Department of Military Affairs, through the Air and Army Guard and the Disaster and Emergency Services Division, provides assistance in the event of an emergency in the state. The Guard also plays a federal role in cases of a national emergency.

## Budget

*FROM Page 2*

the department's budget, contains funding for three projects at Montana State Prison: expansion of the work dorm, enlargement of food service capacity and upgrades in housing units.

The budget holds money to provide prerelease center operators with a 2 percent annual increase in state payments and to allow the hiring of four additional information technology staffers.

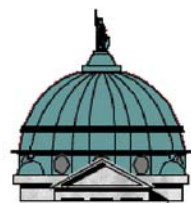
"We've got a good balance in this budget," Ferriter said, adding that it should help the department toward its goal of managing 80 percent of offenders outside of prison.

"This budget reflects the dedicated work and long hours of all department employees," he said.

In addition to the budget, the department saw three of its four bills passed.

One measure revises the law on medical parole to clarify that

eligibility occurs when an inmate has a health condition requiring extensive medical attention or is likely to die within six months. Another bill



makes it a crime for probation and parole officers to have sexual contact with any offender under supervision in the community.

The third bill revises the law governing the Juvenile Delinquency Intervention Program (JDIP) by restricting use of program funds, reducing the department's duties, expanding the responsibilities of the office of Supreme Court administrator and removing certain costs from the counties.

The Legislature did not pass a bill that would have authorized the department to start a new program, in conjunction with the Department of Public Health and Human Services, that would have provided a treatment center for mentally ill offenders in prison and at Montana State Hospital.

## Experts

*FROM Page 15*

Association's Accreditation Commission and the Council of Juvenile Corrections Administrators. One of the major concerns recognized nationwide is suicides among incarcerated youth.

In 2004 the National Center on Institutions and Alternatives completed the first national survey on suicides in that population for the U.S. Justice Department's Office of Juvenile Justice and Delinquency Prevention. The study analyzed data on 79 juvenile suicides between 1995 and 1999.

Hayes' seminars, attended by 57 facility and community corrections staff, presented research findings and risk factors specific to juvenile suicide. The factors for youth are different from those for incarcerated adult suicides. For example, with the exception of those occurring in detention centers, youth deaths were evenly distributed throughout the year and not more concentrated in the first few days of confinement as they are with adult offenders.

The high-risk groups include youth who are impulsive, mentally ill, emotionally disturbed, substance abusers and lacking family or social support. The majority of youth in confinement meet the criteria to be included in one or more of these groups.

Hayes said that assessment of suicide risk cannot be viewed as a single event, but must be a continuing process with communication among all staff members being a vital element. The Youth Services Division will provide ongoing training to staff on juvenile suicide prevention.

# Inmates meet with student journalists

Inmates at Montana State Prison got a taste of international journalism recently when 10 student journalists – five from the University of Montana and five from Charles University in the Czech Republic – interviewed them about American Indians living in a non-Indian majority society.

All of the seven inmates who agreed to be interviewed were Indian. The students asked them about their lives before prison and inside prison. They wondered about the factors that led to them commit crimes and what they needed to be law-abiding once released.

The inmates talked about their access to Indian cultural and spiritual programs at the prison, relationships with non-Indian inmates and correctional officers, and the disproportionate number of Indian inmates. Some said they wanted younger Indian inmates to develop a greater interest in learning about tribal cultures and customs while in prison.

The visit to Montana State Prison, which included a brief tour of some housing units and industry programs, was part of a journalism project called “Cross-Cultural Communications: Covering Minorities.”

The six-week project was organized by Charles Hood, a former dean of the University of Montana Journalism



Inmate Adam Ledeau Jr., center, is interviewed by a pair of journalism students at Montana State Prison.

School and one-time editor of the Prague Post in the Czech Republic. Hood later developed a journalism program and taught at Charles University. A journalism professor at the school also helped organize the project.

In addition to visiting the prison and interviewing inmates, the students have traveled the state gathering information about the economic and social issues affecting Montana's Indian minority. The group also did similar work in the Czech Republic, looking at the relationship between the majority population and the Romany minority, sometimes called gypsies.

The students traveled to Helena and met with Department of Corrections Director Mike Ferriter and Montana State Prison Warden Mike Mahoney. Ferriter gave the students a broad picture of the corrections system in Montana.

Mahoney talked about the prison's commitment to helping inmates prepare for their return to their communities and the prison's efforts to get more Indian offenders interested in their culture.

The students also met with Lt. John Bohlinger, who discussed the Schweitzer administration's efforts to get more Indians involved in state government.

Major Robinson, acting state Indian affairs coordinator and a Northern Cheyenne tribal member, said this administration has done more than pay lip service toward involving Indians. He said five different tribes have been represented on the staff in the governor's office and the administration fully recognizes tribal sovereignty.



A member of an inmate drum group introduces two student journalists from the Czech Republic to burning sage.

## Annual MCA training conference set for Sept. 18-20

The 55<sup>th</sup> annual Montana Correctional Association training conference is scheduled for Sept. 18-20 in Helena.

The event will offer courses in alternative sentencing, defensive driving, the federal Prison Rape

Elimination Act, coping with overcrowding in jails, motivating younger employees, mental health issues and juvenile offenders, transportation procedures, and the Montana All-Threat Intelligence Center.

Training sessions are POST certified and continuing education unit credits are available.

For more information, contact Rae Forseth at 444-9819 or visit the MCA Web site at <http://mca-us.com>.



# *The Training Times*



## Welcome!

**By Curt Swenson  
Training Bureau Chief**

The Staff Development & Training Bureau would like to welcome readers to a new addition to *The Correctional Signpost*. "Training Times," on this and the next three pages, will be a regular feature in each edition, spotlighting what is happening in the bureau.

Our goal is to provide staff with informative and fun training pages from which you will learn more about what we do and what we have to offer. We also want to let the public know about this critical function in the department.

Most Department of Corrections employees know, as the name implies, that the bureau provides training to the department's staff. But, did you know that last year alone, we provided a total of 675 courses for a total of 6,270 hours of training to DOC and other employees? Did you know that you can receive college credit for many of the courses we provide?

We realize we offer services that many employees may not be aware of and our hope is that through this feature, we will be able to share some of that information with you. For example, we carry an extensive library of books, videos, research and other information that is available for all staff to check out.

We offer many distance-learning opportunities that employees can take advantage of in the comfort of their offices. Aside from classroom training, the bureau provides technical assistance services such as team building, systems mapping, curriculum review and organizational development. We also keep updated schedules of training available outside the department that can be found on the department's intranet site.

These are just a few examples of the valuable services we offer our employees. Because we view our function in the department as a support role for those doing the "hard work," we want to ensure that all staff are aware of the services we provide to enhance professional development and increase career potential.

We hope employees and other readers will find this fea-

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**Administrative Support/ Records Management**

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# Meeting focuses on use-of-force training

By Wayne Ternes  
Training Manager

The Department of Corrections Training Bureau offered a "Use of Force Consortium" meeting at the Montana Law Enforcement Academy on July 11-13. The goal of this meeting was to bring together the department's use-of-force

trainers in order to standardize training throughout the agency. That was to be followed by an open discussion concerning liability issues, record-keeping requirements and instructor requirements from both the department and public safety officer standards and training.

## Welcome

FROM Page 20

ture enjoyable and useful. We welcome suggestions on what you would like to see in future articles. In this issue, we provide some basic information about the bureau, what we offer staff and some resources that are not well-known.

Our mission: The Staff Development and Training Bureau is dedicated to supporting the department's mission through staff training, education and professional development based on laws and standards of modern, efficient and consistent correctional practices.

Our vision: A cohesive environment based on professionalism and principled behavior that empowers staff to reach their full potential where restorative justice and risk reduction are embraced, practiced and supported by the department and the citizens of Montana.

trainers in order to standardize training throughout the agency.

This included the complete use of force continuum from "officer presence" to "deadly force." All instructors in professionalism and ethics, conflict resolution, communications, chemical agents, defensive tactics, restraints, intermediate weapons, Tasers and firearms were expected to attend.

Director Mike Ferriter was scheduled to kick

off the meeting by discussing his vision and overall perspective when it comes to use of force within the department, from secure facilities to community corrections. The first assignment will be to review current programs to ensure that what is being instructed meets the director's vision, department standards and policy, and industry standards. Participants will make any suggested corrections to current curriculum.

Thursday's meeting will answer questions that arose from the opening day and group assignments. The first assignment will be to review current programs to ensure that what is being instructed meets the director's vision, department standards and policy, and industry standards. Participants will make any suggested corrections to current curriculum.

The meeting participants planned to use the gym for practicing hands-on techniques and classroom space will be available for open discussions and review of current programs.

The Training Bureau will collect all of the information presented on the final day and prepare a final report for the management team.

The meeting was intended to reduce risk through improved use-of-force training. The department wants to make sure it has set standards and a mechanism in place to provide quality assurance.

## Training Schedule

Staff Development / Training Bureau

**NOTE - To view our updated Training Calendar or to view upcoming training opportunities outside of the Dept., visit our web page at <http://www.cor.state.mt.us/Resources/Training.asp> or check us out on the Intranet at [http://mycor/Human\\_Resources/Training.asp](http://mycor/Human_Resources/Training.asp)**

July	Time	Course Title	Site Location	Cost	Hours
17-18	8am-5pm	Jim Gregg Shooting School	Anaconda, Montana	\$295	20
19	8am-12pm	Multi-Generational Workforce	DOC Training Center		4
23-26	8am-5pm	Motivational Interviewing	Montana Womens Prison	\$27	32
August	Time	Course Title	Site Location	Cost	Hours
21-23	8am-5pm	The Mindful Supervisor	Montana Womens Prison		24

## Recertification

Wayne Ternes, DOC training manager, and Curt Swenson, acting Training Bureau chief, instructed a defensive tactics instructor recertification course in May at the DOC Training Center in Deer Lodge. Mike Aldrich, Tina Hentz, Lisa Hunter, Armando Oropeza, Don May, Randy Parker and Chris Evans recertified to instruct defensive tactics courses for the next three years. On the second day of the course, the class had to move to the Deer Lodge Community Center due to a power outage at the training facility.



ABOVE: Wayne Ternes , training manager, instructs Lisa Hunter on the proper technique for a takedown.



LEFT: Tina Hentz strikes a defensive position while Mike Aldrich, deputy warden at Montana Women's Prison, practices baton training.

(Photos by Curt Swenson)

## *Department, NIC training info can be found online*

The Department of Corrections Training Bureau has posted up-to-date training schedules, announcements and forms on the department Intranet site. This site includes training request forms, training rosters and self-study information.

[http://mycor.cor.mt.gov/Human Resources/Training/SchAnnForms.asp](http://mycor.cor.mt.gov/Human_Resources/Training/SchAnnForms.asp).

The National Institute of Corrections offers a variety of distant training and learning opportunities on its Web site: <http://www.nicic.org/> through the Self-Study Training-Learning Center.

This training is FREE! You must have Internet access and your

supervisor's approval to participate in the training. The courses are for supervisory level to executive level. The library has a variety of training opportunities from "Coaching for Performance" to "Lead and Develop Your Staff" and "What is Systems Thinking?"

You are the pilot of your training plan. You choose which training courses you want to participate in, what day and time you want to train and where you want to train. You may choose to start and stop the training course at any time, and your spot will be book marked and ready to

start again whenever you are. Your supervisor has the ability to track your progress in each training course.

At the end of the course, you will be able to print a certificate. If you send a copy of the certificate to Geri Mason at the DOC Training Center, 600 Conley Lake Rd. in Deer Lodge, she will add the training course to your training record. What are you waiting for? Jump on board this flight and start piloting your individual training plan. For more information about the NIC E-learning opportunities, contact Lisa Hunter at [lihunter@mt.gov](mailto:lihunter@mt.gov) or 406-846-1320, ext 2483.



# Officers' careers start with basic training

**By Armando Oropeza**  
Program Manager

Becoming a corrections or detention officer takes more than getting the job. To hold such a position, an officer must go to "school" by attending a mandatory accredited basic course within one year of hire.

The Corrections/Detention Basic Course (CDOB) is designed to meet that requirement. Held at the Montana Law Enforcement Academy an average of seven times a year for three weeks at a time. Most classes usually have 25 officers.

The instruction covers a wide range of subjects, from interpersonal communications and use of force to surviving hostage situations avoiding offender

manipulation and defensive tactics. As the new program manager at the Montana Law Enforcement Academy, I have seen so many bright and amazing officers pass through this course.

Entering 2007, the theme I had for each class was: "Look within yourself for your road to follow." Many students developed that goal while they were attending the course. This was evident with the feedback I received from students.

One student wrote: "The biggest thing I have learned at the CDOB training would be respect for others. Each person is different from the other which creates diversity, but taken to a higher level, we will be able to work together as a team. As a professional, I

will use this skill to create a team who I can turn to."

Another student wrote: "The professionalism of the staff was amazing and it reminded me of why I am still in this profession – to help others and make

***"The biggest thing I  
have learned at the  
CDOB training  
would be respect  
for others."***

this world a better place. I could see they truly cared about the success of everybody here."

Kevin Olson, administrator of the Helena academy, welcomes each class with a small introduction, but his words of encouragement as a professional in this field echo in each student who completes the CDOB course.

The profession itself has changed drastically over the last 15 years, moving from jailers and guards to corrections and detention professionals. This is apparent in the caliber of students attending the CDOB course. Though the age of the average student is between 25 and 35 years of age, the experience and new ideas they bring to the field is ever enlightening. These hard-working professionals who labor many hours keeping us safe should be recognized, as they silently perform their duties with honor and accountability.

One comment that stood out in my mind during CDOB training came from Joe Shafer, an officer at Montana State Prison. "I feel this course has been so important to my tool belt," he said.

This is one of many outstanding performers who climbed the stairs of the Montana Law Enforcement Academy every day towards excellence, adding skills to their tool belt.

## Word Search

By Geri Mason

h u m o r l a o k a o b  
l c i l o h a k r o w a  
a x l r x p r r o a a t  
e b l e e l e u w v a c  
g o e m m a k u m i y d  
l l n o b s s r a b r i  
i x n o i t a r e n e g  
e t i b a i t r t i e i  
i r a y c c i e t a a t  
m o l b v e t e r a n a  
m t n a r t l m g e l l  
c o i b h r u n a e o o  
n e x t e r m s n l n t



Veteran  
Baby Boomer  
Generation X  
Millennial  
Nexter  
Team Work  
Workaholic  
Cyber  
Plastic  
Digital  
Multi Tasker  
Humor

## Comings

EDITOR'S NOTE: These lists of new and departing employees include is for the period from April 13, 2007 through June 22, 2007, based on personnel records in the central office. If you notice any errors or omissions, please call the *Signpost* editor at (406) 444-0409, or e-mail him at [banez@mt.gov](mailto:banez@mt.gov).

### Montana State Prison

Richard Adams  
Aaron Bownes  
Andrea Boyd  
Daniel Calcaterra  
Zane Cozby  
William Cruce  
Mindy Gooches  
Jerald Goss  
Greg Hergott  
Shawn Hughes  
Heath Hungate  
Shane Hungate  
Lori MacLeod  
Jacqueline Mathews  
Patricia Meade  
Angela Michalsky  
William Miller  
John Molendyke  
Ron Moore  
Samantha Morehouse  
Mark Morrison

Buddy Myotte  
Lori Nicholas  
Rose Parrow  
Patrick Pierce  
Andrea Post  
James Powell  
Richard Randall  
Angela Senecal  
Misty Snow  
Ricardo Valenzuela

### Montana Women's Prison

James Big Horn  
Lana Good  
Jason Ness  
Crain Renzle  
Henry Wright

### Pine Hills

Sarah Davis  
Aaron Hoppe  
LaRae Koenig  
Robert Padmos

### Probation and Parole

Susan Porter, Great Falls  
Brendon Rohan, Butte

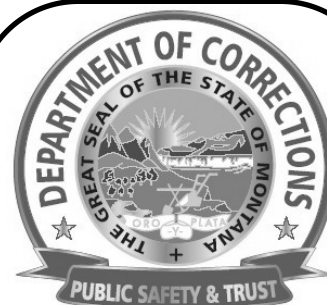
### Youth Transition Center

Angela Miller  
Genevieve Wilson

## Goings

Michael Alamia  
Cheri Bragg  
Tawnia Everhard  
Jamie Gibson  
Patrick Schwarz  
Hank Whitaker  
Amber Bailey  
Travis Bailey  
Madelyn Dill  
Trenton Harrington  
Dorthy Horne  
Ty Hultman  
Isaac Locke  
Jennifer Mason  
Jeanie McCarter  
Erin Miller  
Julie Miller  
Tami Molendyke  
Barney Morse  
Sherrie Morman

Cole Neubauer  
Frederick Richards  
Jaryd Richman  
George Smith Jr.  
Kamala Verlanic  
Kathleen Walker  
Michelle Bisonette  
Ady Geda  
Jeannie Grant  
Timothy Roane  
John Soto  
Thomas Kurkowski  
Mary Jane Mosley  
Ivan Orthman  
Susan Trickle  
Jamie Statton, Helena  
Jessica Hayes-Cook  
James LeProwse  
Myron Bennett



### Montana Department of Corrections Mission

*The Montana Department of Corrections enhances public safety, promotes positive change in offender behavior, reintegrates offenders into the community and supports victims of crime.*

## Next Signpost Deadline

Deadline

Edition

Sept. 30

Fall

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